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Amends Meals and Lodging Credits in
Title 8
California Code of Regulations
Section 11000
and amends certain subsections of
Sections 11010 through 11150.

OFFICIAL NOTICE

Industrial Welfare Commission Minimum Wage Order

MW-98



Minimum Wage—Every employer shall pay to each employee wages not less than the following:

Effective Date	Minimum Wage per Hour
October 1, 1996	\$4.75
March 1, 1997	\$5.00
September 1, 1997	\$5.15
March 1, 1998	\$5.75

SUMMARY OF ACTIONS

TAKE NOTICE: On April 11, 1997 the Industrial Welfare Commission (IWC), pursuant to its authority in the California Labor Code, and Article 14, Section 1 of the Constitution of the State of California, adopted increases in the meals and lodging credits contained in all the IWC industry and occupational orders and in MW-96 (Rev.). The IWC took this action after holding investigative public hearings as required by Labor Code Section 1178, after considering the report of a minimum wage board selected pursuant to Labor Code Section 1178.5(a), and after holding public hearings pursuant to Labor Code Section 1181.

This order incorporates increases in the minimum wage previously adopted and described on the back of this notice under "Statement as to the Basis upon which the Minimum Wage Order is Predicated," Section 2, Minimum Wages. In adopting the meals and lodging credits, the IWC took no action regarding Section 1, Applicability, Section 2, Minimum Wages, and Section 4, Separability.

1. APPLICABILITY

The provisions of this Order shall not apply to employees directly employed by the State or any county, incorporated city or town or other municipal corporation, or to outside salespersons.

The provisions of this Order shall not apply to any individual who is the parent, spouse, child, or legally adopted child of the employer.

Exceptions and modifications provided by statute or in Section 1, Applicability, and other sections of the Industrial Welfare Commission's industry and occupation orders may be used where any such provisions are enforceable and applicable to the employer.

2. MINIMUM WAGES

Every employer shall pay to each employee wages not less than four dollars and seventy-five cents (**\$4.75**) per hour for all hours worked, effective October 1, 1996; not less than five dollars (**\$5.00**) per hour for all hours worked, effective March 1, 1997; not less than five dollars and fifteen cents (**\$5.15**) per hour for all hours worked, effective September 1, 1997; and not less than five dollars and seventy-five cents (**\$5.75**) per hour for all hours worked, effective March 1, 1998.

3. MEALS AND LODGING

Meals or lodging may not be credited against the minimum wage without a voluntary written agreement between the employer and the employee. When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited may not be more than the following:

	Effective January 1, 1998	Effective March 1, 1998
Lodging:		
Room occupied alone	\$ 24.25 per week	\$ 27.05 per week
Room shared	\$ 20.00 per week	\$ 22.30 per week
Apartment—two-thirds (2/3) of the ordinary rental value, and in no event more than	\$290.80 per month	\$324.70 per month
Where a couple are both employed by the employer, two-thirds (2/3) of the ordinary rental value, and in no event more than	\$430.20 per month	\$480.30 per month
Meals:		
Breakfast	\$ 1.80	\$ 2.05
Lunch	\$ 2.55	\$ 2.85
Dinner	\$ 3.40	\$ 3.80

4. SEPARABILITY

If the application of any provision of this Order, or any section, subsection, subdivision, sentence, clause, phrase, word or portion of this Order should be held invalid or unconstitutional or unauthorized or prohibited by statute, the remaining provisions thereof shall not be affected thereby, but shall continue to be given full force and effect as if the part so held invalid or unconstitutional had not been included herein.

5. This order amends the meals and lodging credits in Minimum Wage Order No. MW-96 (Rev.) and amends meals and lodging credits in Section 10 (Meals and Lodging) of the Industrial Welfare Commission's industry and occupation orders contained in the California Code of Regulations as follows: It amends Title 8, Sec. 11000 (Order MW-96 (Rev.)); it also amends subsection 10 (B) of Title 8, Secs. 11010 (Order 1), 11020 (Order 2), 11030 (Order 3), 11040 (Order 4), 11050 (Order 5), 11060 (Order 6), 11070 (Order 7), 11080 (Order 8), 11090 (Order 9), 11100 (Order 10), 11110 (Order 11), 11120 (Order 12), 11130 (Order 13), 11140 (Order 14), 11150 (Order 15).

Amendments adopted on April 11, 1997 in San Francisco.

INDUSTRIAL WELFARE COMMISSION
STATE OF CALIFORNIA

QUESTIONS ABOUT ENFORCEMENT of the Industrial Welfare Commission orders and reports of violations should be directed to the Division of Labor Standards Enforcement. Consult the white pages of your telephone directory under CALIFORNIA, State of, Industrial Relations for the address and telephone number of the office nearest you. The Division has offices in the following cities: Bakersfield, Eureka, Fresno, Long Beach, Los Angeles, Marysville, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, Van Nuys.